

DRAFT

5 DEC 1979

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MEMORANDUM FOR:
FROM :
Deputy Director, Imagery Analysis
SUBJECT : NFAC Handbook

PARA #1

An imagery analyst is one who produces intelligence reports[^] based primarily on imagery -- in support of Agency components. Imagery analysts have a dual expertise: one as an expert in a substantive field; and one as an expert in imagery analysis. The imagery analyst addresses the key intelligence issues facing the Intelligence Community and reports the results of his analysis to a wide and varied audience through comprehensive formal reports or in memorandum form. This information is normally integrated with other intelligence reporting by other CIA production offices, but on occasion stands alone as the authoritative analysis on a particular subject.

PARA #2

For an imagery analyst, prior work or military experience in his substantive field is useful; however, most are now hired immediately after completing college -- either at the Bachelor or Master's degree level. Generally, an undergraduate degree in scientific fields with heavy emphasis on subjects such as math, chemistry, physics and computer sciences is desired. In some instances, backgrounds in aeronautical, nuclear, structural, electronics, industrial or civil engineering are needed. In addition to the technical knowledge, strong writing and speaking skills are needed.

Once on board, a new analyst spends most of the first year learning the business of imagery analysis and becoming familiar with the intelligence issues related to his substantive field. This is accomplished through a formal course in basic imagery analysis; on-the-job training; academic, military and/or industrial courses; self-study and travel to military and industrial installations. After the first year, such training is continued at a reduced level to gain further expertise. The emphasis during this phase of training is on trips and/or sabbaticals to other CIA offices, other government agencies and private industry; on-the-job training and on courses for specific skills; such as report writing and public speaking.

PARA #3

There are three levels of expertise in the field of imagery analysis -- senior analyst (GS-13/14), journeyman analysts (GS-11/12) and junior analyst (GS-07-10).

The senior analyst is a recognized authority in his particular substantive area and in the various imagery analysis techniques. He has broad knowledge of other intelligence sources and their relationship to imagery, and of the key intelligence issues related to his area of expertise. The senior analyst is one who works with only broad direction from his supervisor and exercises a high degree of independence in identifying, planning and managing his research. In addition, the senior analyst is relied on to develop new research techniques and methodologies and to provide analytical guidance to less experienced analysts. The senior analyst's analytical abilities are usually applied to the most complex intelligence problems and he often serves as an analytical team leader and coordinator.

The journeyman analyst is an expert in his substantive field and in the various techniques of imagery analysis. Broad knowledge of related substantive fields, intelligence collection sources and key intelligence issues related to his area of expertise must be maintained by the journeyman analyst. This analyst receives general direction from his supervisor, and exercises a moderate degree of independence in identifying, planning and managing his research. He is assigned complex research projects for which he develops the research strategy and methodologies to be used within the guidelines agreed on by himself and the supervisor. The journeyman analyst provides analytical guidance to less experienced analysts, and when necessary, he may serve as team leader on specific analytical problems.

The junior analyst has a general knowledge of his substantive field and a basic knowledge of imagery analysis techniques. This analyst also has a general knowledge of key intelligence issues related to his substantive area and of how imagery analysis can be applied to them. Although the junior analyst is a contributing member of the organization, he is still in the process of developing analytical and substantive knowledge and knowledge of other intelligence collection sources. The junior analyst receives specific supervisory direction

concerning research assignments and guidance regarding procedures to be used, completion dates and format of the final product. Upon completion of the report, it is reviewed in its entirety for technical accuracy, organization and conformance to office standards.